

Psychology Internship Program

2003 - 2004

FEDERAL MEDICAL CENTER

3150 Horton Road

Fort Worth, Texas 76119

Accredited by the
American Psychological Association

Member, Association of Psychology Postdoctoral
and Internship Centers (APPIC)

Available online at <http://www.bop.gov/cpdpg/cpdpsint.html>

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Mission Statement

The mission of the Federal Bureau of Prisons is ". . . to protect society by confining offenders in the controlled environments of prison and community-based facilities that are safe, humane, and appropriately secure, and that provide work and other self-improvement opportunities to assist offenders in becoming law-abiding citizens."

FEDERAL MEDICAL CENTER

The Bureau of Prisons (BOP) is responsible for managing the growing population of persons convicted of federal offenses. The Federal Medical Center, Fort Worth (FMC FTW) has the unique mission of providing medical treatment for BOP inmates with chronic medical conditions. Currently, FMC FTW includes about 450 employees from a variety of disciplines. Our facility is an administrative facility, meaning that we house offenders rated as minimum, low, medium, and high security levels. Security features include a double perimeter fence, electronically controlled access, high mast lighting, and an armed perimeter patrol. Inmate members of our diverse population of about 1600 are committed by courts, transferred from other institutions, or pending trial or sentencing.

As of July 2001, about 20% of the inmates were minimum custody, 67% low custody, and 11% medium custody. No prior history of violence is documented for about 73% of the population. Mean sentence length was 109 months, with a median of 78.0 months. About 19% are expected to serve less than one year and about 49% expected to serve one to five years. The average age was 42.5 years, with 22.4% at or below age 30 and with 26.5% over age 50. The racial composition was 69.7% White, 27.8% Black and 2.5% Other. Of these numbers, 27.9% were of Hispanic ethnicity, and a substantial proportion who are primarily Spanish speaking. U.S. Citizens comprised 86.0% of the population. Drug-related crimes accounted for 61.1% of those sentenced. Other major sentence categories included: arms, explosives, & arson (9.5%); property offenses (5.4%); extortion, bribery, & fraud (5.9%); robbery (4.6%); immigration (5.3%); violent offenses (1.8%), sex offenses (2.8%).

Each BOP correctional institution functions much like a self-contained community. Successful operation requires the participation and coordination of many different departments. The Warden, as Chief Executive Officer, is responsible for the total operation of the institution. The Warden meets frequently with Associate Wardens and other senior staff to review their areas of responsibility and ensure compliance with Bureau of Prisons' policies. The Executive Assistant reviews policy, monitors the Administrative Remedy Program, and serves as Public Information Officer. The Jail Administrator is responsible for the integration of Jail Unit operations within the institution complex.

The Associate Warden-Programs is responsible for Correctional Services, Unit Management, Case Management, Inmate Systems, Education/Recreation Services, Religious Services, and *Psychology Services*. Correctional Services staff supervise inmates on housing units, work details, and the compound. Unit Management staff are responsible for managing and coordinating with various departments to obtain all inmate programs. Case Management staff are responsible for the collection, verification, and analysis of factual information pertaining to each individual incarcerated. Inmate Systems staff are responsible for data collection and transmission, tele-communications, and sentence computations.

The Education/Recreation Department provides a wide variety of educational and recreational programs. Academic instruction is available in Adult Basic Education, General Education Development, English as a Second Language, Post Secondary Education, and Adult Continuing Education. Occupational education courses are available and an apprenticeship program provides certified on-the-job training in a variety of fields, including Cook, Dental Assistant, Electrician, Plumber, Printing Press Operator, or Silk Screen Process Operator. Education sponsors a contract agency (Parents and Children Together) which provides parenting programs to assist inmates in developing, maintaining and nurturing positive family relationships. Educational staff also coordinate a wide range of recreational and leisure activities, including a leisure and law library, arts and hobby crafts, and health and Wellness programs.

The Religious Services Department provides a wide variety of religious programs. Staff Chaplains provide pastoral counseling and coordinate the activities of contract workers, students, and numerous community volunteers. Programs include worship services for different faiths and denominations, revival meetings, prison fellowship groups, and enrichment seminars to fit the needs of a culturally diverse population.

The Associate Warden - Operations is responsible for the daily operations of Employee Development, Facilities, Financial Management, Food Services, Human Resources, Safety and Sanitation, and Volunteer Services departments. Financial Management staff prepare the budget, manage property, and maintain necessary supplies in an institution warehouse. Human Resources recruit and hire as well as provide staff assistance regarding payroll, health, and retirement benefits. Food Services staff supervise the daily preparation of regular and special diet meals for the entire institution. Facilities staff supervise inmates in maintaining the buildings and grounds. Safety staff conduct sanitation inspections, provide pest control, and manage all hazardous materials. Training staff provide and coordinate group and individual training to assist staff in their career development.

The Associate Warden - Medical is responsible for the Health Services Division. The Health Services Division provides 24-hour medical care and is accredited by the Joint Commission on Accreditation of Healthcare Organizations for long term and ambulatory care. FMC FTW includes two residence units designated for inmates with chronic medical problems who require ambulatory care. Services include an Ambulatory Clinic in addition to Short Term and Long Term Care units for inpatient care. Supportive departments include: Diagnostic Services, Dental, Nursing, Rehabilitation Services, Pharmacy, and Social Work. Critical care and specialized consultation are obtained through The University of North Texas Health Science Center and other community medical facilities.

The Supervisor of Industries oversees the operation of industry production facilities. Federal Prison Industries provide inmates with on-the-job training and experience in various occupational fields. FMC FTW industries include a Sign Shop, a Printing Shop, and a Distribution Shop. Inmates gain valuable work experience and earn wages.

PSYCHOLOGY SERVICES

MISSION STATEMENT

Psychology Services promotes the mental health and welfare of inmates and staff to foster a safe and humane correctional environment. Psychology staff provide evaluation and treatment to assist inmates in their adjustment to incarceration, in coping with serious mental health problems, and/or in altering chronic maladaptive behavior patterns. Consultation and training programs are provided to assist staff in the effective management of a diverse inmate population and in coping with the stress of the correctional environment.

SERVICES PROVIDED

Psychology staff conduct initial psychological screening of all arriving inmates and provide recommendations to unit teams regarding mental health program needs. Direct services are provided in the form of evaluation, crisis intervention, brief counseling, and individual or group therapy. We consult with staff in evaluating inmates with behavioral or other adjustment problems to ensure proper management. We coordinate weekly psychiatric consultation meetings and monitor the adjustment of all inmates with serious mental health conditions. Training seminars are provided to employees on a range of mental health topics, such as suicide prevention and stress management. Psychologists also participate on the selection panel in pre-employment personnel interviews and administer the Federal Employee Assistance Program to assist staff with personal or family mental health problems.

RESOURCES

The Psychology Services Department is centralized within the institution. Most of our offices are located in one area. This promotes a professional treatment atmosphere and fosters close working and collegial relationships among staff and interns. Several group rooms are located in the area and other rooms are available within the institution for conferences and training seminars. Staff and interns all have access to personal computers and maintain psychology records on a computerized database system. Computerized scanning, scoring and interpretation of a variety of psychological evaluation instruments are performed on-site. Professional books and journals are maintained on-site and access to community and Internet library resources is available. Other resources include audio and video equipment for clinical services and training.

PSYCHOLOGY INTERNSHIP PROGRAM

The FMC FTW Psychology Internship Program is organized around the professional - practitioner model. An emphasis is placed on the provision of supervised experience in the implementation of assessment and intervention techniques empirically supported by scientific research. Our program is designed to consolidate and enhance the intern's knowledge and skills acquired through graduate training. We strive to integrate relevant psychological theories and research with ethical, social, cultural, and legal issues which impact professional service delivery. Interns can expect staff to incorporate cognitive-behavioral, interpersonal, systems, and psychodynamic concepts into case formulation and treatment perspectives.

GOALS AND OBJECTIVES

The primary objective of the internship program is to develop *generalist professional practitioner* skills. Interns who participate in our training program learn to apply the professional assessment, intervention, and consultation skills of clinical and counseling psychology. While the context of our program is a correctional/medical setting, our program is designed to develop strong "generalist" skills that apply equally well to a variety of settings.

A secondary objective is to gain exposure and basic competency in two specialty areas of professional practice. Specialty rotations include Behavioral Medicine, Correctional Consultation, Drug Abuse Treatment, and Forensic Evaluation. Specialty training options allow the training program to be tailored to each intern's interests and career objectives.

A third objective of the program is to acquaint interns with the broad role of psychologists in the Bureau of Prisons and to recruit proficient interns who are career eligible. Our program offers interns an opportunity to directly experience the correctional environment and for staff to evaluate each intern's potential for a successful career in the BOP.

A fourth objective is to integrate psychological theory and research with cultural, ethical, legal, and other individual factors which impact the delivery of professional services in psychology. We provide interns with didactic training and direct supervision to develop assessment, intervention, and consultation skills with a very diverse inmate population. We also encourage the development of collegial relationships and consultation skills with our diverse staff population.

A fifth objective of the training program is to promote the application of scholarship and research skills to professional practice. Interns may participate in dissertation or other relevant research, attend didactic seminars, read and review the scientific literature pertinent to professional practice, and/or participate in a perpetual audit review of departmental adherence to regulatory and professional standards of practice.

A final objective of the training program is to develop a satisfying professional identity based on self-awareness and confidence in your generalist assessment, intervention, and consultation skills as well as your exposure to specialty areas of professional practice. Interns are challenged to participate actively in individual and group supervision, staff meetings, and didactic seminars.

TRAINING ACTIVITIES

Interns begin by participating in an extensive two week institutional familiarization training program. This program introduces the correctional environment, instructs you in BOP policy and familiarizes you with the roles of various departments. Topics include personal protection, emergency communication, use of force, key control, use of tools, use of restraints, identifying contraband, conducting searches, census procedures, inmate classification and supervision, managing diversity, disturbance control, hostage negotiation, information security, safety, suicide prevention, sexual abuse/assault prevention, and employee conduct.

Psychology training activities include a mixture of general professional and specialty training rotations, individual and group supervision, and didactic seminars. Each intern maintains a weekly log to document clinical contacts, supervision, and other training experiences. Normal duty hours are from 7:30 A.M. - 4:00 P.M., but earlier or later hours may be required on some assignments. A 40-hour work week is standard although supplemental reading may be encouraged during off duty time.

General professional training is required for the entire year and includes experience with two supervisors. Concurrent, part-time, specialty training rotations of five (5) months are offered in Behavioral Medicine, Correctional Psychology, Drug Abuse, and Forensic Evaluation to expose interns to areas of particular interest. To further broaden the training experience and provide an opportunity to pursue special interests, interns participate in an outplacement rotation at nearby FMC Carswell or an additional specialty rotation of their own design. The outplacement rotation at FMC Carswell necessitates one day per week for a period of three (3) to four (4) months and allows selection from a variety of clinical experiences with female offenders. Self developed rotations are comparable in total time expenditure, but may be spread out over six (6) months. Past interns have developed rotations in areas such as administration, crisis management, psychopharmacology, and consultation.

General Professional Rotation. General professional training is designed to ensure that interns achieve an intermediate to advanced level of proficiency in providing professional assessment, intervention, and consultation services that are firmly grounded in psychological science. Assessment and diagnostic experiences include the provision of screening and mental status interviews, as well as broader evaluations which include data derived from psychometric testing. Interns sharpen their interviewing and diagnostic skills by performing psychological screening interviews with inmates entering the institution. Experience is also provided in conducting comprehensive evaluations involving the administration of a battery of intellectual and/or personality tests. Psychometric tests are administered as needed to clarify diagnosis and assist in treatment planning or in consultation with unit, medical, or correctional staff to assist in behavior management.

Interns are required to complete a minimum of one (1) comprehensive psychological evaluations each quarter for the general rotation. A minimum of eight (8) evaluations must be completed, but evaluations in other rotations may count towards this total. Competency must be demonstrated in conducting mental status interviews as well as the administration and interpretation of the WAIS-III, MMPI-2, MCMI-III, and at least one additional measure of intellectual functioning and two additional personality instruments.

As part of general training, interns also provide intervention services. Interns provide crisis intervention, brief counseling, individual therapy, and group therapy. Presenting problems in this setting include symptomatic complaints elicited by the stress of incarceration and/or medical problems, e.g., anxiety, depression, sleep difficulty. Major depression and acute anxiety disorders are common. Many inmates present with prominent personality disorders which exacerbate adjustment problems and/or contribute to a criminal lifestyle. Psychotic and other severe disorders are encountered less frequently; intervention may require psychiatric and unit consultation, monitoring of adjustment, active treatment, or arrangement of transfer to a psychiatric facility.

Interns maintain a varied case load for the general rotation. This experience usually involves a mixture of crisis intervention and/or brief counseling and several individual therapy clients. Individual therapy contacts may vary from routine monitoring of mental status and medication adherence to weekly intensive interventions focused on alleviating anxiety or depression or altering maladaptive personality styles. Each intern will lead or co-lead a minimum of two didactic or process groups during the year, e.g., stress management, anger management, values clarification, self-esteem, RBT, etc.

Interns also participate in consultation and training as part of their generalist experience. On a quarterly basis, interns will participate for up to four (4) hours per week in psychiatric evaluations and reviews with a consultant psychiatrist. Interns may need to participate in Unit Team Meetings to address questions of unit staff regarding inmate behavioral or emotional adjustment and provide consultation regarding mental health needs. Referrals for evaluation and/or treatment often result from this process. Interns may also be required to provide training

to correctional staff on a mental health topic. Each intern will be required to present two (2) clinical cases to the staff as a partial demonstration of competency in evaluation and assessment.

Behavioral Medicine Rotation. The medical mission of FMC Fort Worth is to provide inpatient and outpatient medical care for chronically ill inmates. Medical conditions such as AIDS, cancer, dementia, diabetes, heart disease, paralysis, and pulmonary disease are common. Health services operations are organized in a hierarchical manner. Most of the chronically ill inmates do not require inpatient nursing care and thus, reside in an outpatient medical residence unit. These inmates (as well as inmates in regular housing units) receive routine medical care in the Ambulatory Care Clinic. Inmates in need of critical care or surgery are transferred to an appropriate community hospital setting. Once stabilized, they return either to their outpatient medical residence unit or to the inpatient Short Term Care Unit. The goal is to return to an outpatient residence the patient is capable of functioning adequately. Inpatient care is provided on one of three Long Term Care Units for chronic disability which requires continuous nursing and medical care.

The Behavioral Medicine rotation emphasizes assessment and consultation with the chronically ill population. Interns gain clinical experience with inpatients in the Long and Short Term Care Units and with outpatients on the medical residence units. Interns provide consultation to staff regarding patients assigned to these medical units and often participate in the weekly Interdisciplinary Care Planning Committee. Assessment experiences are focused on medical consultation and neuropsychological screening and assessment. Experience is available in neuropsychological assessment using the Halstead-Reitan battery. Intervention experiences are focused on prevention or minimization of the negative psychological impact of illness, chronic disease and other disabling conditions and on improved self-management skills. Experiences are available with a Hospice program for terminally ill patients and with an interdisciplinary Cognitively Impaired Program for patients with dementia and other specific neuropsychological deficits.

Correctional Psychology Rotation. The Correctional Psychology rotation emphasizes assessment and consultation with various departments in jail and correctional settings. The goal of this rotation is to develop an understanding of the role of the psychologist in ***crisis intervention, suicide prevention, and management of disruptive behavior*** in the correctional environment. This is considered a critical function of Psychology Services in the BOP; all BOP facilities have psychologists who must fulfill these duties and responsibilities. Interns will become familiar with clinical standards of practice for managing crisis situations, with an emphasis on suicide risk assessment and prevention. They are involved in all phases of the management and operation of the Suicide Prevention Program. They learn clinical, legal, and ethical standards for suicide prevention in correctional settings and with the applicable BOP policy and documentation requirements. Inmates designated at risk for suicide or self-harm as a result of mental illness are placed in a locked observation room located in the Short Term Care Unit. The room is designed to limit opportunities for self harm and patients are provided tear resistant clothing and bedding. Psychologists monitor their status on a daily basis and develop a treatment plan to meet their mental health needs. Either inmates or staff are designated to provide a continuous, around-the-clock watch and maintain a behavior log. Interns will also be involved in training and debriefing.

Interns in the Correctional rotation also function as consultants for the Special Housing Unit (SHU). SHU is a high security environment where inmates are restricted for administrative or disciplinary reasons. It is also the central processing site for inmate Receiving and Discharge. Psychology staff evaluate the mental status of arriving inmates who are known to have a history of serious mental health problems; we consult with staff regarding the most appropriate housing and other management concerns. Since segregation can be stressful, evaluations are conducted

routinely in this environment to determine ongoing psychological adjustment. Correctional staff are provided regular consultation to assist in dealing appropriately with inmates who pose persistent or difficult behavioral management problems. Interns are familiarized with conflict avoidance techniques and BOP policies regarding the use of force and forced medication.

Pre-trial and pre-sentence prisoners are housed in a Jail Unit which is also located in the SHU complex. The Jail Unit may contain individuals detained on charges of violent offenses and facing long sentences. Various departments must be involved in the process of meeting each inmate's needs (e.g., Corrections, Health Services, Administration) in this environment. Psychology staff screen this population to determine the need for further mental health evaluation or treatment. Interns are involved in the screening process and have numerous opportunities for crisis intervention and brief counseling with this population.

Drug Abuse Program Rotation. The Drug Abuse Program (DAP) is based on the biopsychosocial model and emphasizes a relapse prevention approach. A 10 session drug education program is followed by a comprehensive, 500-hour treatment program featuring a blend of didactic and intensive process oriented groups. Inmates in the comprehensive program are housed in a drug treatment unit and attend intensive groups daily for nine to 12 months. Groups are conducted by drug treatment specialists under the supervision of a licensed psychologist.

The goals of the DAP internship training rotation are:

- (1) to develop an understanding of the biopsychosocial addiction model,
- (2) to acquire and/or improve your level of competency in the implementation of drug treatment programming,
- (3) to develop and or improve skills in facilitating group development and processing, and
- (4) to gain an awareness of drug program administration.

Interns will become acquainted with the use and interpretation of specialized assessment instruments for the diagnosis of Substance-Related Disorders. An emphasis is also placed on intellectual screening and the assessment of personality characteristics and/or associated psychopathology which may interfere with the course of treatment. Interns typically participate as group co-therapists twice a week with an assigned drug treatment specialist, but should expect to lead the group several times. Individual intervention with selected cases is also required to facilitate group process and/or address related problems. Interns provide consultation to the residential drug treatment unit team at weekly team meetings where the treatment progress is discussed with other unit staff. Decisions regarding treatment progress may be critical in determinations regarding early release eligibility. Interns involved in these activities will acquire an understanding of BOP policy requirements regarding drug treatment programming.

Forensic Evaluation Rotation. The Forensic Evaluation Rotation emphasizes clinical experience in conducting specialized forensic assessments. The goal of this training rotation is to develop an understanding of how to conduct a thorough and professional forensic evaluation. Interns will become familiar with the Specialty Guidelines for Forensic Psychologists.

Forensic evaluations are conducted in Jail Unit or the Special Housing Unit, depending on individual security needs. Training experiences include formal evaluations of competency and/or responsibility that are ordered by Federal Court. These evaluations are conducted to assist the court in determining if a person can stand trial or the validity of a legal defense based on mental health factors. In some cases, the Court may request that additional mental health issues be addressed, such as dangerousness. These evaluations typically involve extensive interviews with all relevant parties and a thorough review of all relevant records. Interaction with judges, lawyers, law enforcement officials, and family members or witnesses may be required. Psychometric

testing is conducted and consultation with other disciplines (law, medical, neuropsychology) is obtained when appropriate. Depending on skill level, interns may participate in any or all phases of these evaluations. Ideally, interns will progress from observation and partial participation in ongoing evaluations to assuming the major role in two or more forensic evaluations. Interns are subject to subpoena to provide expert testimony in court on any case in which they are involved.

Interns electing this rotation will receive training in criminal mental health law, particularly the federal statutes relevant to pretrial evaluations. A training emphasis is placed on the collection and organization of diverse sources of data into meaningful psychological reports. Intensive supervision is provided to assist the intern in the analysis of data and in the production of reports that are defensible in a court setting. Training will include discussion of key psychological issues to consider in forensic evaluations, such as malingering, dangerousness, and organic syndromes. Didactic training in the provision of court testimony will be supplemented with opportunities to observe expert testimony when available. While the emphasis of the rotation is on assessment, interns may gain some intervention experience in the form of a group conducted both for assessment and restoration of competency. Consultation with medical and correctional staff regarding client management is also required. Opportunities to assist in ongoing forensic research activities may also be available.

Special Interest Rotation. To further complement the general and specialty training provided at FMC FTW, an additional rotation of 100 hours is required. The goal of this rotation is to provide an opportunity to structure your training to increase the breadth or depth of your experience base with particular client populations, settings, or activities. Individual interests, career goals, and prior work experiences should be considered to develop goals for this rotation. For example, interns interested in a career in corrections are encouraged to obtain experience with female inmates through an outplacement rotation at the nearby Carswell Federal Medical Center. This placement will typically entail one day per week for three to four months. Alternatively, interns may develop a special interest rotation with limited goals in one of the defined specialty rotations. For example, an intern might elect a special interest rotation focused on neuropsychological evaluation, the Hispanic population, HIV+ patients, or the terminally ill. If an outplacement rotation is selected, private transportation is necessary to commute.

Didactic Training. After institutional familiarization, Interns participate in about 100 hours of professional didactic training. On-site and off-site training seminars are scheduled to cover the following areas:

- (1) Ethics/Professional Issues (ethics in corrections, therapist self-care, Texas licensing requirements, EPPP),
- (2) Cultural Diversity Issues (Hispanic, African-American, Asian, geriatrics, homosexuality, gangs),
- (3) Assessment & Diagnostics (e.g., mental status interviews, DSM-IV, MCMI-III, MMPI-2, etc.),
- (4) Intervention & Psychotherapy (crisis intervention, brief therapy, schema therapy, empirically supported treatments),
- (5) Forensic/Correctional Issues (e.g., competency, responsibility, dangerousness, hostage negotiation, etc.),
- (6) Addictive Disorders (assessment and treatment),
- (7) Behavioral Medicine (e.g., neuropsychological assessment, chronic pain, etc.); &
- (8) Psychopharmacology (e.g., side effects, polypharmacy interactions).

Supervision. A minimum of four hours per week of supervision by a licensed psychologist is provided. This typically includes two to three hours per week of individual supervision. A minimum of one hour per week is focused on the general professional and specialty rotation. Additional individual supervision will be provided to meet the needs of the special interest rotation. Supervision assignments are based on the intern's needs and on staff work loads. In some cases, the Specialty Rotation supervisor also assumes responsibility for General supervision. Interns are required to provide regular audio recordings of contacts for use in supervision. One to two hours per week of supervision is also provided in a group format. The Director of Training supervises a weekly clinical team meeting, where interns and other staff present new referrals for services and discuss clinical issues of concern. Assignments are coordinated among staff and interns with regard for training needs as well as the needs of the workplace.

Research and Program Evaluation. FMC FTW is primarily a service oriented professional practice setting. Our staff have specialized interests, but are usually involved in practice, training, and program evaluation rather than empirical research projects. Interns are required to participate in some type of research activity. This requirement may be met by literature reviews of clinical topics or practices, participation in the perpetual audit committee of our department, operational reviews of psychological services in nearby correctional settings, or an empirical research project. Interns are encouraged to engage in professional research activities for up to four hours per week as long as they are meeting all clinical training requirements. This time may include completion of dissertation research; up to 50 percent of research time may be off-site, such as library research or committee meetings. Off-site research time must be approved in advance by the DOT and Institutional Training Committee. Interns desiring to conduct research using inmates or BOP staff samples should contact the DOT to discuss the proposal. It is strongly advised that you obtain a copy of research policy guidelines as the review process is extensive and it may require several months to obtain final authorization.

EVALUATION

Quarterly evaluations of intern activities are completed and reviewed in person. Interns are strongly encouraged to discuss evaluation criteria with their assigned supervisor throughout each quarter. Evaluations are reviewed by the DOT who meets regularly with interns to discuss their progress in the training program. An evaluation of progress will be sent to each intern's academic program Director of Training at the midpoint and end of the year or more often if needed. Interns are also required to complete a quarterly evaluation of their training experiences with each supervisor. The Director of Training meets with the interns as a group on a weekly basis for supervision and separately with staff on an as needed basis to discuss training related issues.

GRIEVANCE PROCEDURE

Interns have the benefit of existing federal procedures for resolving grievances. You are encouraged to report all concerns regarding ethical, professional, or administrative problems. Our goal is to resolve problems at the earliest possible opportunity and to assist each intern in the successful completion of the internship. Most issues can be informally resolved within the Psychology Department in discussion with the clinical supervisor, the DOT, and/or the Chief Psychologist. An established procedure for submitting formal grievances is covered in detail during orientation and a

written copy is provided. If problems are not satisfactorily resolved, interns may report concerns within the agency to the Associate Warden (Programs) or the Warden. Alternatively, interns may also report concerns with the Association of Psychology Postdoctoral and Internship Centers (10 G Street, NE, Suite 750, Washington, D.C. 20002, 202/589-0600) or the American Psychological Association (750 First Street, NE, Washington, D.C. 20002-4242, 202/336-5500).

2001 - 2002 INTERN PERSPECTIVES

David Rentler, Argosy University

I increased my skills and knowledge of several new tests and neuropsychological assessment in general. (My supervisor) ... facilitated my improved understanding and sensitivity to client-specific factors/characteristics & treatment planning and case management, ... provided great feedback regarding both content and grammar of reports, ...allowed me to be very autonomous while facilitating my sense of professional competence. Overall, excellent training experience.

Lawrence Sloan, University of Mississippi

Excellent clinical supervision which greatly improved diagnostic assessment. The general rotation has been an excellent opportunity to improve my clinical skills... Working with such a variety of patients in such a variety of settings has proved very beneficial. Supervisor very on-task, focused, and supportive. ...required effective use of organizational and time management skills. This rotation benefitted my clinical training and prepared me for work in a prison setting.

Glenn Futch, Forest Institute of Professional Psychology

Overall, this year has been an excellent experience. ...provided me with excellent opportunities to improve my assessment and interviewing skills. For example, I was given the opportunity to write reports for the Parole Board and the U.S. Probation Office. ...provided me excellent feedback and ideas for groups. ...supervision was excellent in providing me with administrative skills and knowledge of how to conduct myself ...instrumental in my decision to seek a career in the BOP

COMPENSATION & BENEFITS

Psychology interns receive the following benefits: **(1)** annual stipend of approximately \$39,479 (FY 2002), **(2)** annual & sick leave (about 10 days each per year), **(3)** paid federal holidays, **(4)** liability coverage for on-site professional activities, and **(5)** leave to attend off-site training. As temporary federal employees, **interns are not eligible for health or retirement benefits.**

APPLICATION PROCEDURES

As a member of the Association of Postdoctoral and Psychology Internship Center (APPIC), FMC FTW will participate in the APPIC Matching Program. ***This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.***

Applicants must be enrolled in an APA accredited doctoral program in Clinical or Counseling Psychology. Psychology programs that follow APA accreditation guidelines and are actively pursuing accreditation may also be considered. The Bureau of Prisons is an Equal Opportunity Employer and we encourage the application of minority

students. In accordance with Public Law 100-238, applicants for career BOP positions must be under the age of 37 at the time of initial appointment. The internship is a temporary appointment, so age requirements are waived. However, age requirements will apply to your qualification for a career appointment if you apply for a permanent appointment following internship.

Application materials are **due November 15, 2002.** Academic background, prior professional experience, letters of recommendation, professional interests and goals, and eligibility for career status are among the criteria considered in selections. Applicants who meet our selection qualifications will be contacted to arrange an on-site tour and interview, which will be scheduled beginning December 1, 2002. Invited candidates are strongly encouraged to interview in person. If an on-site visit is not possible, it may be possible to arrange a courtesy interview at a BOP facility nearer to the applicant and conduct a supplemental telephone interview for ranking. Applicants **must be U.S. citizens** and **must obtain security clearance.** The qualification process includes an integrity interview, a panel interview, and a physical examination (including a drug screen). We must complete this process prior to the Rank Order List submission deadline. A background investigation will follow your appointment. An internship offer resulting from the matching process is **TENTATIVE** and **CONTINGENT** upon meeting all federal employment guidelines. The 2003 - 2004 program application **deadline is November 15, 2002.**

Complete applications packets include:

- (1) Optional Application for Federal Employment - OF 612 (online @ www.opm.gov),
- (2) APPIC Application for Psychology Internship (online at www.appic.org),
- (3) FMC FTW Supplemental Internship Application Form (Appendix A),
- (4) Authorization for Release of Information NCIC Check (Appendix B),
- (4) Vita (academic, professional, and research experience),
- (5) official graduate transcripts,
- (6) three (3) letters of reference from faculty or doctoral level supervisors familiar with your professional experience and qualifications, and
- (7) a recent psychodiagnostic personality assessment report on an *adult* client.

Your packet may contain copies of the information in these forms, but all forms must be signed and dated in ink. Send completed application materials to:

Robert Durrenberger, Ph.D.
Director of Psychology Training
Federal Medical Center
3150 Horton Road
Fort Worth, Texas 76119

If you have any questions concerning the application process, contact Dr. Durrenberger via e-mail (preferred) at rdurrenberger@bop.gov or telephone at (817) 413-3130.

PSYCHOLOGY STAFF

Michael W. Sharp, Ph.D., Chief Psychologist

Dr. Sharp graduated in 1974 from Texas A&M in Educational Psychology. He has more than 20 years experience as a correctional psychologist in both state and federal facilities. He also has prior forensic assessment experience in a state hospital environment. As Chief Psychologist, he is responsible for overall administration of the psychology department. He provides intern supervision for the Correctional Consultation and General rotations. His primary interests are in health and fitness promotion. He is a licensed psychologist in Texas.

Deborah Cole, Ph.D., Director of Behavioral Medicine Programs

Dr. Cole graduated in 1992 from the Fuller Theological Seminary with a Ph.D. in Clinical Psychology. She obtained Post-doctoral training in chronic pain treatment and neuropsychological evaluation prior to joining the staff at FMC Fort Worth in 1994. Her office is located in the Health Services building. She coordinates the Chronic Pain Treatment Program and Neuropsychological Assessment Lab and supervises interns on the Behavioral Medicine and General rotations. In addition to chronic pain and neuropsychological assessment, she is interested in coping with chronic and terminal illness, and in child and family therapy. She is a licensed psychologist in Texas.

Robert Durrenberger, Ph.D., Director of Psychology Training

Dr. Durrenberger graduated in 1986 from the University of North Texas with a major in Health Psychology & Behavioral Medicine and a minor in Clinical Psychology. He joined the Federal Bureau of Prisons in 1985 and was appointed Director of Psychology Training in 1988. He also provides clinical services for the residential medical units, the general population, and Spanish speaking inmates. He supervises interns for Behavioral Medicine and/or General rotations. His primary interests are in behavioral medicine, assessment and treatment of personality disorders, and ethical and cultural issues in assessment and intervention. He is a licensed psychologist in Texas.

Emily Fallis, Ph.D., Forensic Psychologist

Dr. Fallis graduated in 1988 from Brigham Young University in Clinical Psychology after completing a general Predoctoral internship, a BOP internship, and a one year Rotary Fellowship in the Republic of South Africa. She has prior experience in a rural mental health center and a county jail facility. She is certified as a Forensic Examiner in the state of Virginia and has testified in state and federal courts. Her office is located in the SHU complex where she performs pretrial evaluations. She supervises interns in the Forensic Evaluation and General rotations. Her primary interest is in forensic assessment and consultation, but she is also interested in psychotherapy with personality disorders. She is a licensed clinical psychologist in Virginia.

Randall Rattan, Ph.D., Drug Abuse Program Coordinator

Dr. Rattan graduated in 1994 from the University of North Texas in Clinical Psychology following his completion of an internship at the Federal Medical Center in Fort Worth. He recently returned to the Bureau of Prisons after completing a 2-year Post-Doctoral Training Program with the U.S. Olympic Training Center. He coordinates the Drug Abuse Treatment Program and supervises the Drug Treatment Specialists, Psychology Interns, and Social Work interns involved in providing drug treatment. In addition to drug treatment, his interests are in health & wellness, sports psychology, and geropsychology. He is a licensed psychologist in Texas.

James R. Womack, Ph.D., Staff Psychologist

Dr. Womack obtained his Ph.D. in Educational/Counseling Psychology from the University of Mississippi in 1984. He completed a Predoctoral internship at the Federal Correctional Institution in Morgantown, West Virginia and has worked with the Federal Bureau of Prisons for more than 10 years. He has clinical responsibility for the Jail and Segregated Housing Units and is the backup forensic psychologist. He supervises interns in the General or Forensic rotations. His primary interests are in interpersonal and cognitive-behavioral treatment approaches, crisis intervention, and adult trauma response. He is a licensed psychologist in Texas.

Cathy Thompson, Ph.D., FY 2002 Post Doctoral Fellow

Dr. Thompson obtained her Ph.D. in Clinical Psychology from Texas Tech University. She completed her Predoctoral internship in 2000 at the Federal Medical Center in Fort Worth. Under the supervision of Dr. Sharp, the postdoctoral fellow is responsible for the Suicide Prevention Program and provides some supervision in the Correctional rotation.

Drug Treatment Specialists

Marcus Andujar, M.D.

Lisa Cavel, MSW

Garrison Henderson, M.S.

David Sweeney, MSW

Dale Thompson, MSW

April Wilson, MSW

Jim Wright, B.S.

Psychology Technician

Joanne Mendek

AFFILIATED SUPERVISORY STAFF

Kristin Batchelder, Ph.D., Director of Training, Federal Medical Center Carswell

Kristy Dromgoole, Ph.D., Psychologist, Federal Medical Center Carswell

Trent Evans, Ph.D., Psychologist, Federal Medical Center Carswell

R.E. Gregg, Ph.D., Chief Psychologist, Federal Medical Center Carswell

Theresa Johnson, Ph.D., DAP Coordinator, Federal Medical Center Carswell

James Shadduck, Ph.D., Forensic Psychologist, Federal Medical Center Carswell

FORT WORTH-DALLAS AREA

The Federal Medical Center is located in the southeast side of Fort Worth near the intersection of I-20 and I-35-West, adjacent to Forest Hill and Tarrant County Junior College. On road maps, the institution may also be designated by one of its former names, "Federal Correctional Institution" or "U.S. Public Health Service Hospital." Take the Wichita Street exit off Loop 820 (I-20), drive north about 1 mile, and then turn west (left) onto Horton Road.

Fort Worth developed as a resting stop for cowboys driving herds northward on the Chisolm Trail. Legends tell of historical gunfights, saloons, and revelry in "Cowntown." This western heritage is preserved today in the Stockyards district where hotels, restaurants, and shops welcome tourists from around the globe. Fort Worth sites of interest include the Amon Carter Museum of Western Art, the Fort Worth Museum of Science and History, and the world renowned Kimbell Art Museum. Music lovers can enjoy a variety of performances by national and local artists, ranging from Classical to Country & Western. Fort Worth is a currently modern city with a population of about 500,000 people, located about 30 miles west of Dallas. Arlington, Irving and several smaller cities are situated in between. The cost-of-living is moderate and an abundance of houses, condominiums, and apartments are available for rental.

The Dallas-Fort Worth (DFW) area is home to over three million people and is a prominent business, finance, and cultural center. Residents and visitors have access to a major airport and a comprehensive variety of cultural events. Several major universities are in the DFW area, including Texas Christian University, the University of North Texas, Texas Woman's University, and Southern Methodist University. Sports enthusiasts enjoy a host of professional sporting activities, including the Texas Rangers, Dallas Stars, and the Dallas Cowboys. Opportunities to enjoy outdoor activities are ample, and include city parks, amusement parks, golf courses, and nearby lakes. Houston, Austin, and San Antonio are all within a few hours drive or a short plane trip. Many residents of the area enjoy vacations to these cities and other cities along the Texas Gulf Coast area.

EMPLOYMENT OPPORTUNITIES

For more than twenty years the Bureau of Prisons has relied upon the psychology internship program for entry level psychologists. As the incarcerated population increases, additional psychologists are needed to manage the mental health mission. Interns proven competent in correctional environments are actively recruited. New staff may have a degree of choice in terms of geographic region and type of prison setting.

New psychologists generally start at the GS-11 salary level. Successful completion of the first year results in an automatic promotion to the GS-12 level and later promotion to GS-13 and to GS-14 levels are common. Continuing education funds are provided annually for professional development. BOP psychologists may engage in outside employment activities which do not violate ethical policies or entail a conflict of interest.

Psychologists are the main providers of mental health services in the Bureau. Staff psychologists have the opportunity to be involved in: forensic evaluations for the Federal Courts, psychological evaluation of Federal Witness Protection Program candidates, drug abuse treatment programs, suicide prevention programs, crisis intervention and trauma response teams, hostage negotiation, Predoctoral and Postdoctoral training, employee assistance programs, inpatient mental health programs, staff training, and research. Due to expansion, staff who are mobile often become Chiefs of Psychology within several years. Other career tracks include administration of drug abuse or internship programs, consultative positions in the Human Services Division, or executive managerial staff.

Permanent staff are covered by the Federal Employee Retirement System, a pension plan which includes options for sheltering income similar to a Keough plan. Under law enforcement guidelines, Bureau employees may retire after twenty years, provided they have reached the age of 50. The Bureau of Prisons is an Equal Opportunity Employer. However, in accordance with Public Law 100-238, applicants for entry level positions must be under the age of 37 at the time of initial appointment (waiver to age 39 possible).

APPIC MATCH POLICIES: 2002-2003

Adopted July 1, 2002

***The following policies will guide the 2003 APPIC Match.
Adherence to these policies is a condition of membership in APPIC.***

For 2002-2003, the Rank Order List Submission Deadline is February 5, 2003.
Results of the Match will be released on APPIC Match Day, February 24, 2003.

1. **These policies apply to all participants in the APPIC Match, including APPIC member internship programs, non-APPIC member internship programs, and student applicants.**
 - a. All participants shall abide by their agreements with APPIC for participation in the APPIC Match.
 - b. Internship training directors must ensure that all people involved in recruiting or selecting interns understand and adhere to these policies.
 - c. Directors of APPIC Subscriber programs and doctoral programs with students participating in the APPIC Match are requested to ensure that their students understand and adhere to these policies.
 - d. Violations of APPIC Match Policies or Match Agreements by applicants or programs may result in sanctions by APPIC (e.g., being barred from future Matches) or legal action by other Match participants. In addition, violations by applicants may result in disciplinary action by the applicants' graduate and/or internship programs.
2. **Internship programs must offer all of their internship positions through the APPIC Match.**
3. **Participants in the APPIC Match, including applicants and internship programs, may not communicate, solicit, accept, or use any ranking-related information prior to the release of the Match results.**
 - a. Internship programs must include the following statement in their brochures: This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept or use any ranking-related information from any intern applicant.
 - b. The **only** information that internship programs may communicate to applicants prior to the release of the APPIC Match results is whether or not the applicants remain under consideration for admission. The spirit of this item precludes any communication of applicants' rankings prior to the release of the APPIC Match results, however "veiled" or indirect such communication might be.
 - c. Internship programs and applicants may never solicit information regarding applicants' and programs' rankings, even after the release of the Match results.
 - d. Internships that offer more than one program in the APPIC Match (i.e., sites with more than one program code number) are expected to ask applicants to identify which programs the applicants are applying to. However, internships may not solicit any information about applicants' rankings of these programs.
 - e. Any ranking information that is communicated between applicants and internship programs, even though such communication is a violation of these policies, is non-binding and may be changed at any time prior to the Rank Order List submission deadline. The only binding rankings are the confidential Rank Order Lists that are submitted to the APPIC Match.
 - f. Internship programs may choose to provide applicants with information about the size of the applicant pool.
 - g. Internship programs that conduct on-site or telephone interviews must make a reasonable effort to notify every applicant who submits a complete set of application materials as to his/her interview status. Such notification must occur no later than the interview notification date that appears in the program's APPIC Directory Online listing and/or other publicity materials, and may be communicated via e-mail, telephone, regular mail (postmarked no later than the interview notification date), or other means. Sites that conduct open houses to which all applicants are invited and conduct no other interviews are exempt from this requirement (this process should be clearly stated in the APPIC Directory Online and/or sites' publicity materials).
4. **Results of the APPIC Match constitute binding agreements between applicants and internship programs that may not be reversed unilaterally by either party.**
 - a. Appointments of applicants to internship positions may be contingent upon the applicants satisfying certain eligibility requirements. Such eligibility requirements must be clearly specified in the internship programs' written materials and provided to applicants in advance of the APPIC Match.
 - b. Internship training directors are encouraged to contact matched applicants by telephone as soon as possible after 11:00 am Eastern Standard Time on APPIC Match Day.

- c. It is not necessary for internship training directors to contact applicants with whom they have not been matched.
5. **Internship training directors must put in writing their appointment agreements with matched applicants in letters postmarked no later than 72 hours following receipt of the APPIC Match results.**
- a. Letters must be addressed to the applicants and must include confirmation of conditions of the appointment, such as stipend, fringe benefits, and the dates on which the internship begins and ends.
- b. Copies of these appointment letters must be sent simultaneously to applicants' academic program directors.
6. **Internship programs that receive their APPIC Match results and have one or more positions left unfilled may then make other direct offers of admission (verbal or written) to applicants who remain unmatched or to applicants who did not participate in the Match. Applicants who receive their APPIC Match results and who remain unmatched may then receive other direct offers of admission.**
- a. Failure to receive timely notification of the APPIC Match results, for any reason, does **not** constitute a release from the Match.
- b. Internship programs may not take any actions to fill open positions prior to 11:00 am Eastern Standard Time on APPIC Match Day. Applicants who remain unmatched may not contact internship programs about unfilled positions prior to 11:00 am Eastern Standard Time on APPIC Match Day.
- c. Prior to making offers to fill open positions, internship training directors must verify with applicants, to the best of their abilities, that the applicants have not previously been matched to other internship programs nor accepted other offers.
- d. Applicants may not accept an offer if they have been matched or have already accepted an offer from another internship program.
- e. An offer (verbal or written) that has been tendered by an internship program and accepted by an applicant constitutes a binding agreement between the program and the applicant that may not be reversed unilaterally by either party.
- f. The internship training director must put in writing the appointment agreement with the applicant in a letter postmarked no later than 72 hours following acceptance of the offer by the applicant, as described in paragraphs 5a and 5b above.
7. **Individuals who detect violations of these policies are urged to request compliance with APPIC policies from the appropriate party (parties).**
- a. Unresolved compliance problems should be resolved informally, whenever possible, through consultation among applicants, internship training directors, academic training directors, and/or APPIC, or by other informal means.
- b. Internship training directors who become aware of violations of these policies by other internship training directors should urge the applicants and academic training directors involved to follow the informal resolution procedures described above, and/or should directly contact the other internship training directors.
- c. Problems not amenable to resolution through informal consultation should be reported as soon as possible to the APPIC Standards and Review Committee at the address listed at the end of this document.
8. **If a formal complaint is filed with APPIC regarding an alleged violation of these policies, the APPIC Standards and Review Committee (ASARC) will evaluate the allegations and recommend an appropriate course of action to the APPIC Board of Directors. The APPIC Board of Directors is the body that ultimately determines the course of action. ASARC policies are described on the APPIC web site. Violations of APPIC policies should be reported to:**

**Chair, APPIC Standards and Review Committee, 10 G Street, N.E., Suite 750, Washington, DC 20002
(202) 589-0600**

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FEDERAL MEDICAL CENTER FORT WORTH

2003-2004 SUPPLEMENTAL INTERNSHIP APPLICATION

Name: _____ School: _____ Match No.: _____

Has your dissertation or research proposal been approved? NA Yes No Completed? Yes No

Title of dissertation or research project: _____

The following table is to provide a brief outline of significant clinical experiences. Include only those you wish to highlight; we will refer to your Vitae and the APPIC application for details.

Name of Setting	Dates of Experience/ Approximate Hours	Clinical activities in which you participated
Primary experience with correctional or forensic populations		
Primary experience with drug or alcohol abuse populations		
Primary experiences with medical, neuropsychological or seriously mental ill:		

We do not offer specific tracks, but can usually meet intern preferences for specialty rotations. To assist in planning, please rank order those specialty rotations in which you are interested:

___ Behavioral Medicine ___ Correctional Consultation ___ Drug Abuse ___ Forensic Evaluation

List any areas of special interest: _____

Where you can be reached during the application process.

Day: _____ Evening: _____

E-mail address: _____

Signature: _____ Date: _____

MAR 99

U.S. DEPARTMENT OF JUSTICE

FEDERAL BUREAU OF PRISONS

AUTHORIZATION FOR RELEASE OF INFORMATION

NCIC (National Crime Information Center) CHECK

I hereby authorize a representative of the Federal Bureau of Prisons to obtain any information on my criminal history background. I understand that this check must be done before I am allowed to enter/serve at any Bureau facility. I also understand that refusal to provide all necessary information may result in 1) denial of entry into a Bureau facility and 2) denial of volunteer/contract status.

 1. Name (Last, First, Middle)

 2. Address (Street address) (City, State, County, Zip Code)

 3. Home Telephone Number (Area Code, Number):

 4. Aliases/Nickname:

 5. Citizenship (List the country you are a citizen of):

 6. Social Security Number:

 7. Date of Birth (Month, day, year):

 8a. Sex:

 8b. Race:

 8c. Height:

 8d. Weight:

 8e. Color of Eyes:

 9f. Color of Hair:

 9. Place of Birth (City, State, County), (List city, county and country if outside the U.S.A)

10. The above listed information is true and correct. Applicant's Signature	10a. Date
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PRIVACY ACT NOTICE

Authority for Collecting Information: E.O. 10450; 5 USC 1303-1305; 42 USC 2165 and 2455; 22 USC 2585 and 2519; and 5 USC 3301

Purposes and Uses: Information provided on this form will be furnished to individuals in order to obtain information regarding activities in connection with an investigation to determine (1) fitness for Federal employment, (2) clearance to perform contractual service for the Federal Government, (3) security clearance or access. The information obtained may be furnished to third parties as necessary in the fulfillment of official responsibilities.

Effects of Non-disclosures: Furnishing the requested information is voluntary, but failure to provide all or part the information may result in lack of further consideration for employment, clearance or access, or in the termination of your employment.

AUTHORIZATION FORM: NATIONAL CRIME INFORMATION CENTER (NCIC)

Please answer the following questions:

1. Do you know or are you related to anyone who is currently in a correctional institution? If yes, please provide names, locations, relationships.

2. Are there any criminal charges currently pending against you? If yes, please provide charge, date arrested, court dates, docket and other pertinent details.

3. Are you now or have you ever been incarcerated or under correctional supervision, probation, work release, etc.)? If so, please provide dates of incarceration, sentence, location, status, and any other pertinent details.

4. Brief description of work to be done at the FMC Ft. Worth facility: Psychology Internship

5. Which department or area of the institution will you be working? Psychology Services Department

6. How long do you expect to be working on this project (approximate hours/days/weeks)?

Full time for a one year temporary appointment

7. Contact person at the institution? Robert Durrenberger, Ph.D., Director of Psychology Training

I certify that the information above is correct.

Date:_____

Printed Name:_____

SS#:_____